

2020 Board of Education Safety & Security Ad Hoc Committee



November 19, 2020

Agenda

- 1) Call to order
- 2) Approval of minutes dated Nov. 5, 2020
- 3) Review Charge Statement/[Purpose](#) & Timeline
- 4) Update of responses to questions & comments
- 5) What we heard from last meeting?
 - a) Successful Implementation of RJ Practices & MMSD- Critical Response Teams
- 6) Partnering with Law Enforcement- Flow and Guidance
- 7) Continue Discussion: RJ District-wide Implementation Best Practices- Budget/Policy
- 8) Making Connections to Restorative Justice and Policy # 4147
 - a) Discuss Budget & Policy Recommendations: What do we need to continue the work?
What needs to be revised? Strengthened?
- 9) Confirm Next Meeting Dates/Times/Proposed Agenda Items
- 10) Adjournment

Review Our Charge...

Charge of Ad Hoc Committee: The committee is charged with examining safety and security options for our High Schools related the removal of SRO's out of Madison Metropolitan School District High Schools. The work of the committee will focus on budget and policy recommendations to the Board.

- Consider information regarding the 2016 Ad Hoc committee
- Consider safety and security High School Systems that would remain the same, revised/strengthened and/or changed. What needs to be in place when schools reopen?
- Consider resources needed to support safe schools- reallocation of resources.
- Review and make recommendations regarding current BOE policies regarding safety, security and police involvement: 4224, 4147 and 4400. Expand 4400 to include more details of required police involvement and continued relationship with MPD for Act 81 and 143 and response to mandated reporting requirements.

Safe and Welcoming Schools



Guiding Question: How can the district be more proactive in promoting healthy student behavior, restorative justice philosophies and equitable school safety and climate?

Timeline: Current to Future State

August-13: Introductions & Adhoc Purpose

August- 27: Safety/Security Progress, Arrest Citation Report and 2018 SRO
Adhoc Recommendation

September-10: Define Safety; Policy Review 4147,4224, 4400

September-24: Canceled

October-8: Restorative Justice: Current/Future State

October-22: Restorative Justice: School/Staff/Students voice

Nov. 5: Budget and Policy Recommendations (4147), Review of Successful
Implementation & MMSD Grant: School Critical Response Teams

Nov. 19: Partnering with LE; Review of Successful RJ Implementation.
Policy/Budget Recommendations

Timeline: Current to Future State

In preparation for future meetings, what else do you need to know that will help you provide informed budget/policy recommendations?

Dec. 3: Budget and Policy Recommendations-

What we heard?

- Initial discussion of lessons learned from other districts about successful implementation of RJ in schools; will hear more tonight
 - Desire to learn what's working elsewhere and implications for our policy and budget recommendations; desire to evaluate what's being done here; importance of involving school voice in talking about what's needed
- Presentation on school-based Critical Response Teams
 - Importance of family engagement
 - Importance of engaging community agencies before critical incidents occur
 - Questions about accountability for adults as well as students
 - Importance of valuing experiences of school-based staff
 - Discussion of guidance on when to involve police
- Overall desire for action

Responses to Questions from Last Meeting

Q&A document with responses to the questions from last meeting was sent prior to this meeting

- Will continue to add questions and answers to this document as they arise

Guidance: When to involve Law Enforcement

- Where have we been?
- Where are we now?
- Where are we going?

CLICK HERE



Guidance for Involving **Law Enforcement**



Process for utilizing Critical Response Teams to inform decision making, apply the Behavior Education Plan (BEP) and school based interventions, consult with Law Enforcement (LE), and connect restorative practices in the community to school based planning and follow up.

An incident occurs that could result in LE involvement on MMSD campus or site



Building Based Critical Response Team

Team convenes to assess incident and decides if law enforcement is needed based on WI state statutes:

- If the incident is municipal in nature* and/or can be managed with the Behavior Education Plan, MMSD has **discretion** over the decision to involve law enforcement
- If the incident involves an imminent threat to safety, substantial harm, or requires mandated reporting **MMSD does not have discretion***

Team determines MMSD does not have discretion over decision making authority

Incident involves imminent threat to safety

Incident involves substantial harm to self/others

Incident requires mandated reporting

LE is called by student, parent, or community member

Team determines MMSD has discretion over decision making authority

Team decides next steps, which may include:

- Apply the BEP (including due process)
- Review IEP/connect with IEP team
- Involve community members/partners
- Use other school based interventions (below)

See attached document for specific information

Group Reflections, Affirmations, Questions



Restorative Justice - Successful Implementation

Presentation:

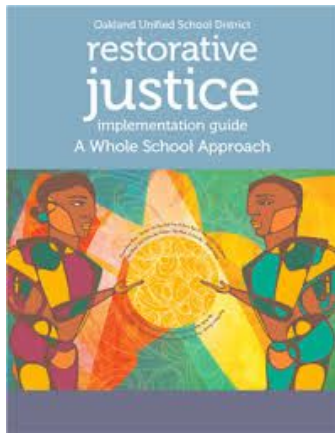
- Overview of lessons learned from other districts and research about
 - successful district-wide implementation of RJ,
 - with an emphasis on budget and policy implications

Resource: [Examples of RJ in Schools](#)



Restorative Justice in Schools:

Implementation in Several Leading Districts



What we're learning

[The Starts and Stumbles of Restorative Justice in Education: Where Do We Go from Here?](#) (p.12)

Mandated top-down misimplementation model - Mandating quick change is mis-aligned with RJ values, and may produce reluctant compliance or active resistance. Policy and practice changes must be jointly developed by all stakeholders, and clearly communicated and instituted.

Narrow misimplementation model - Approach must be holistic, consider how similar initiatives complement each other, and acknowledge importance of mindsets aligned with RJ principles.

Colorblind and power blind misimplementation model - Must explicitly address racial justice and requires commitment to transforming context in which harm occurs

Train and hope misimplementation model - Requires both initial intensive and ongoing opportunities for learning and growth.

Under-resourced, short-term misimplementation model - *Sustained* commitment to *full implementation model* is essential

Group Reflections, Affirmations, Questions



Safe and Welcoming Schools



Guiding Question: How can the district be more proactive in promoting healthy student behavior, restorative justice philosophies and equitable school safety and climate?

Policy and Budget Recommendations

Homework for tonight's meeting was:

Reflect upon what you previously heard and what you heard today. **Continue to think about recommendations for budget and policy revisions.**

- We will now move into the process of pulling together recommendations as a whole group
- One policy recommendation was submitted in writing and shared with the group ahead of this meeting

Pulling Together Recommendations

Process for generating and finalizing recommendations:

Nov 19 Meeting:

Everyone share recommendations

They will be recorded in the template (draft recommendations)

Nov 20 Email:

Draft recommendations will be sent out to the ad hoc

Nov 20-30:

Ad hoc members review draft recommendations and share additions or comments with co-chairs or admin team

Dec 1 email:

Re-circulate draft recommendations to ad hoc

Dec 3 Meeting:

Review additions and comments

Reach consensus on final recs

Refresher on Existing Policy: 4147

Policy 4147: Student/ Employee Safety

- The physical well being of every student, visitor, and employee will be a primary consideration in every school activity, including the designing of facilities, the planning for school functions, the establishment of emergency preparedness plans or the performance of a task.
- **All employees** of the Madison Metropolitan School District must accept responsibility for the safety of all students and of each other in the conduct of their duties.

Moving Policies into Practice: Homework

Homework: 11/05/20

Review current policy 4147 and come back with thoughts about:

- How this policy can support and reflect **restorative justice** philosophies and equitable school safety and climate?
- What **standards** do we want to have in place to hold ourselves **accountable**?
- What needs to be revised/added/taken out?

Refresher on Existing Policy: 4400 & 4224

[4400](#) addresses “Investigation, Interrogation, Arrest, and Search”

[4224](#) addresses “Reporting Threats of School Violence”

Homework from 10/8/20 meeting:

- Review current policies, especially 4147 and 4400, and come back with thoughts about how these policies can best serve the overall vision of school safety.
 - In other words, what are the key principles of safety that need to be at the forefront when these policies are implemented into practice?
What’s missing?

Group Work: Develop Policy & Budget Recommendations

- Go around and share ideas for policy & budget recommendations
- Notes will be taken in this [template](#)

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Dec 3 Meeting:

Review additions and comments

Reach consensus on final recs

Group Work: Develop Policy & Budget Recommendations

Increased Youth Voice Relating to Safety

Guidance on Involving Police, and Adult Accountability

Overall Holistic RJ Implementation

RJ Training

RJ Staffing & Other Resources

Any Other Topics Related to the Ad Hoc

Prevention & Holistic Needs Related to Safety

Data Collection & Reporting

Disciplinary Policy & Interventions

Foreshadow next meeting agenda:

December 3, Draft Agenda

1. Call to Order
2. Approval of Minutes dated November 19, 2020
3. Review Charge Statement/Purpose
4. Update to Responses to Questions from Last Meeting
5. **Open for additional presentation needs**
6. Review and Consensus on Budget & Policy Recommendations
7. Confirm Next Meeting Dates/Times/Proposed Agenda Items